

Cambridge GLBT Commission Meeting Minutes

November 27, 2006

6-8 PM Cambridge Senior Center

Commissioners Present: John Gintell, Jeff Walker (left at 7:35), Seth Lee, Colby Berger, Nancy Alach, Bob Parlin, Rev. Leslie Phillips (arrived at 6:30), Beth Damsky

Public: Katherine Hartford, a senior from UMass Boston Women's Studies was present to consider a possible internship with the Commission

Motion to accept Agenda - Passed

Motion to accept minutes of previous meeting - Passed.

Subcommittee Reports:

City Website: John Gintell will continue to work with Ini Tomeui on getting edits and links on the city website. John is also going to work on getting an archive of meeting minutes on the site. Discussion of the whether or not the webpage should contain the names of inactive Commissioners was discussed – a decision was initially tabled until we could further discuss the status of the Commission Ordinance. Later review of the subject yielded a motion to “list active commissioners as *Active* and also to remove the names of inactive members entirely from the webpage”. This motion Passed.

Community Outreach: John Gintell referred to a high school based discrimination survey conducted by the Human Rights Commission and the opportunity to use a survey to do community outreach and community building while gathering information about needs of the community. Colby Berger offered that the current priorities of the Commission have us more than busy and that a survey (while a good idea) might yield new projects we are not equipped to handle. Jeff Walker added that there is good data available in the bi-annual Teen Health Survey that should be considered, additionally there are a lot of considerations of time and resources in a quality survey. Jeff asked that a survey concept or focus group might be directed toward a current priority area, such as Police Dept. training.

City Ordinance: John Gintell reported that a meeting has still not been set-up with Michael Sullivan and Brian Murphy who chair the Ordinance Committee. John Gintell, Seth Lee, and Rev. Leslie Phillips will make setting up this a priority. A motion was made to contact the inactive members (if not Jeff and Seth than possibly other commissioners) about whether or not they wanted to resign. This motion was not passed. (2 in favor, 4 against, 2 abstained).

Cambridge Police Department GLBT Trainings: Colby Berger reported back on the meetings with CPD, Jeff Walker added comments on the Awards Ceremony of the DC Police Dept.'s GLLU (Gay and Lesbian Liaison Unit). *See notes from meeting with CPG at end of these minutes. These meeting notes were discussed in detail and attaching them*

serves to archive them. Jeff Walker Agreed to make sure the timeline of meetings and reports with CPD took place, that a drafted report to City Council of those reported findings would be shared with the Commissioners and then released to City Council, and on or about that time a meeting with Commissioners and the City Manger would be organized.

John Gintell will forward the GOAL Contact information to Jeff and Colby.

Cambridge Rindge & Latin: Kathy Keegan and Melody Brazo were happy to be at last GLBT Commission meeting. Attempting to reach Kathy Hoffman in Peace Commission and the Human Rights Commission around military recruitment at high school. John Gintell talked to School Committee member Luc Shuster – got information about attendance at Military visits – no students attended these meetings this year. Peace Commission was not told in advance about these meetings. Plan was to have military recruiters meet with guidance councilors and have Kathy Hoffman present. Bob Parlin will meet with Chris Saheed about training for CRLS staff – still TBD which staff get trained. Beth Damsky attended GLBT Family dinner. Motion to meet with Melody Brazo in January to discuss ways in which GLBT Commission can support Family Liaison work.

Pride Brunch: This is a rolling Agenda item. Last year we started discussion in January, because of limited numbers and availability of Commissioners, we may not be able to help with this. Revisit in January so we can discuss with Mayor.

Meeting adjourned.

GLBT Training with Cambridge Police Dept. Meeting Minutes

Date: November 21, 2006
Present: Joanne Shapiro, CPD; Colby Berger, GLBT Commission; Jeff Walker, GLBT Commission

Overview of Trainings at CPD:

Per Joanne Shapiro, Training Coordinator for CPD - All of the approx. 260 sworn officers (not civilian workers) are mandated to attend 40 hours of inservice per year. The 40 hours are met by 5 days of 8 hours training.

March Trainings = 2 days

Fall Training = 2 days

Fall Firearms Training = 1 day

During March Trainings, it takes 16 sessions to process classes of 15-18 officers. This begins in early march and continues into May. This is considered part of their regular shift responsibility (not overtime).

Our discussion included:

- The CPD environment and the need for top level buy in to create a climate of change and a commitment to training.
- The amount of training hours and corresponding costs needing to be documented and proposed to CPD, City Council and City Manger
- The need for corresponding review of CPD policies (for both internal workforce) and for external dealings with the public, and necessary updating of policies to mirror City and State Policy on professional conduct internally and with the public, as well as policies specific to reporting of hate crimes.

Next steps:

Commission will advocate for 3 measures to move this matter forward:

- **Recruitment and Hiring of the new CPD Commissioner** should include a review of candidate commitment to the issue of GLBT Training and maintaining a professional climate of inclusion, sensitivity, and progressive non-discriminatory policy and practice.
- **A proposal in the form of a needs assessment report** will be provided back to the CPD and City Council and City Manager – outlining a timeline, the number of hours and approx cost of providing training to Command level staff and sworn officers at CPD for March of 2007*
- **A proposed plan for Policy inventory and revision**, possibly including outside legal support from law students.

CPD will bring key personnel to the table for essential meetings to make this happen within the time constraints inherent in achieving this training in March of 2007.

Timeline:

- Early December 2006 – Jeff and Colby will create a brief detailed training proposal and with approx costs for funding the March 2007 training. This document will be sent to CPD, City Council and City Manager*
- Mid December 2006 – A meeting of CPD (Joanne Shapiro/Mike Walsh, others), Jeff and Colby, possible invitation to Denise, Ken, others?
- January – Coordinated effort of all parties to develop implementation plan – including Training of CPD Command staff at Feb 2007 Quarterly meeting and the roll out of sworn officers training in March 2007.

* In a discussion between Jeff Walker and Joanne Shapiro following the meeting, it was decided that the training proposal report to the fuller planning group would be jointly issued by both CPD (Joanne) and the Commission (Jeff and Colby).

At a presentation at the Kennedy School of Government, Jeff Walker and Joanne Shapiro spoke with Washington DC representatives of the GLLU (Gay and Lesbian Liaison Unit) and received important information about their Award Winning training program.

Contact information:

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